

$\begin{array}{c} \text{a)} \\ \text{b)} \\ \text{c)} \\ \text{d)} \\ \text{e)} \\ \text{f)} \\ \text{g)} \\ \text{h)} \\ \text{i)} \\ \text{j)} \\ \text{k)} \\ \text{l)} \\ \text{m)} \\ \text{n)} \\ \text{o)} \\ \text{p)} \\ \text{q)} \\ \text{r)} \\ \text{s)} \\ \text{t)} \\ \text{u)} \\ \text{v)} \\ \text{w)} \\ \text{x)} \\ \text{y)} \\ \text{z)} \end{array}$

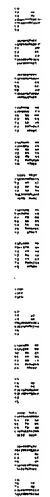


Fig.2a

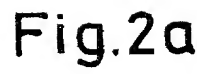


Fig.2c

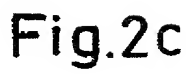
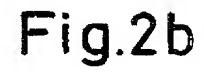
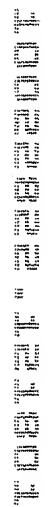


Fig.2b



2.0	100
1.0	50
0.5	25
0.2	10
0.1	5
0.05	2.5
0.02	1.0
0.01	0.5
0.005	0.25
0.002	0.1
0.001	0.05
0.0005	0.025
0.0002	0.01
0.0001	0.005
0.00005	0.0025
0.00002	0.001
0.00001	0.0005
0.000005	0.00025
0.000002	0.0001
0.000001	0.00005
0.0000005	0.000025
0.0000002	0.00001
0.0000001	0.000005
0.00000005	0.0000025
0.00000002	0.000001
0.00000001	0.0000005
0.000000005	0.00000025
0.000000002	0.0000001
0.000000001	0.00000005
0.0000000005	0.000000025
0.0000000002	0.00000001
0.0000000001	0.000000005
0.00000000005	0.0000000025
0.00000000002	0.000000001
0.00000000001	0.0000000005
0.000000000005	0.00000000025
0.000000000002	0.0000000001
0.000000000001	0.00000000005
0.0000000000005	0.000000000025
0.0000000000002	0.00000000001
0.0000000000001	0.000000000005
0.00000000000005	0.0000000000025
0.00000000000002	0.000000000001
0.00000000000001	0.0000000000005
0.000000000000005	0.00000000000025
0.000000000000002	0.0000000000001
0.000000000000001	0.00000000000005
0.0000000000000005	0.000000000000025
0.0000000000000002	0.00000000000001
0.0000000000000001	0.000000000000005
0.00000000000000005	0.0000000000000025
0.00000000000000002	0.000000000000001
0.00000000000000001	0.0000000000000005
0.000000000000000005	0.00000000000000025
0.000000000000000002	0.0000000000000001
0.000000000000000001	0.00000000000000005
0.0000000000000000005	0.000000000000000025
0.0000000000000000002	0.00000000000000001
0.0000000000000000001	0.000000000000000005
0.00000000000000000005	0.0000000000000000025
0.00000000000000000002	0.000000000000000001
0.00000000000000000001	0.0000000000000000005
0.000000000000000000005	0.00000000000000000025
0.000000000000000000002	0.0000000000000000001
0.000000000000000000001	0.00000000000000000005
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0.0000000000000000000002	0.00000000000000000001
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0.00000000000000000000002	0.000000000000000000001
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0.00000000000000000000000002	0.000000000000000000000001
0.00000000000000000000000001	0.0000000000000000000000005
0.000000000000000000000000005	0.00000000000000000000000025
0.000000000000000000000000002	0.0000000000000000000000001
0.000000000000000000000000001	0.00000000000000000000000005
0.0000000000000000000000000005	0.000000000000000000000000025
0.0000000000000000000000000002	0.00000000000000000000000001
0.0000000000000000000000000001	0.000000000000000000000000005
0.00000000000000000000000000005	0.0000000000000000000000000025
0.00000000000000000000000000002	0.0000000



Variable	Mean	SD	Min	Max
1. Age	35.2	10.5	22	55
2. Sex	0.48	0.50	0	1
3. Years of experience	10.5	8.2	0	35
4. Job satisfaction	3.8	1.2	1	5
5. Organizational commitment	4.2	1.1	1	5
6. Turnover intention	1.5	1.0	0	5
7. Job performance	3.5	1.3	1	5
8. Organizational citizenship behavior	3.2	1.2	1	5
9. Work engagement	3.9	1.1	1	5
10. Job stress	2.8	1.0	1	5
11. Job burnout	2.5	1.0	1	5
12. Job satisfaction	3.8	1.2	1	5
13. Organizational commitment	4.2	1.1	1	5
14. Turnover intention	1.5	1.0	0	5
15. Job performance	3.5	1.3	1	5
16. Organizational citizenship behavior	3.2	1.2	1	5
17. Work engagement	3.9	1.1	1	5
18. Job stress	2.8	1.0	1	5
19. Job burnout	2.5	1.0	1	5
20. Job satisfaction	3.8	1.2	1	5
21. Organizational commitment	4.2	1.1	1	5
22. Turnover intention	1.5	1.0	0	5
23. Job performance	3.5	1.3	1	5
24. Organizational citizenship behavior	3.2	1.2	1	5
25. Work engagement	3.9	1.1	1	5
26. Job stress	2.8	1.0	1	5
27. Job burnout	2.5	1.0	1	5
28. Job satisfaction	3.8	1.2	1	5
29. Organizational commitment	4.2	1.1	1	5
30. Turnover intention	1.5	1.0	0	5
31. Job performance	3.5	1.3	1	5
32. Organizational citizenship behavior	3.2	1.2	1	5
33. Work engagement	3.9	1.1	1	5
34. Job stress	2.8	1.0	1	5
35. Job burnout	2.5	1.0	1	5
36. Job satisfaction	3.8	1.2	1	5
37. Organizational commitment	4.2	1.1	1	5
38. Turnover intention	1.5	1.0	0	5
39. Job performance	3.5	1.3	1	5
40. Organizational citizenship behavior	3.2	1.2	1	5
41. Work engagement	3.9	1.1	1	5
42. Job stress	2.8	1.0	1	5
43. Job burnout	2.5	1.0	1	5
44. Job satisfaction	3.8	1.2	1	5
45. Organizational commitment	4.2	1.1	1	5
46. Turnover intention	1.5	1.0	0	5
47. Job performance	3.5	1.3	1	5
48. Organizational citizenship behavior	3.2	1.2	1	5
49. Work engagement	3.9	1.1	1	5
50. Job stress	2.8	1.0	1	5
51. Job burnout	2.5	1.0	1	5
52. Job satisfaction	3.8	1.2	1	5
53. Organizational commitment	4.2	1.1	1	5
54. Turnover intention	1.5	1.0	0	5
55. Job performance	3.5	1.3	1	5
56. Organizational citizenship behavior	3.2	1.2	1	5
57. Work engagement	3.9	1.1	1	5
58. Job stress	2.8	1.0	1	5
59. Job burnout	2.5	1.0	1	5
60. Job satisfaction	3.8	1.2	1	5
61. Organizational commitment	4.2	1.1	1	5
62. Turnover intention	1.5	1.0	0	5
63. Job performance	3.5	1.3	1	5
64. Organizational citizenship behavior	3.2	1.2	1	5
65. Work engagement	3.9	1.1	1	5
66. Job stress	2.8	1.0	1	5
67. Job burnout	2.5	1.0	1	5
68. Job satisfaction	3.8	1.2	1	5
69. Organizational commitment	4.2	1.1	1	5
70. Turnover intention	1.5	1.0	0	5
71. Job performance	3.5	1.3	1	5
72. Organizational citizenship behavior	3.2	1.2	1	5
73. Work engagement	3.9	1.1	1	5
74. Job stress	2.8	1.0	1	5
75. Job burnout	2.5	1.0	1	5
76. Job satisfaction	3.8	1.2	1	5
77. Organizational commitment	4.2	1.1	1	5
78. Turnover intention	1.5	1.0	0	5
79. Job performance	3.5	1.3	1	5
80. Organizational citizenship behavior	3.2	1.2	1	

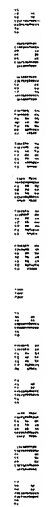


Fig.4

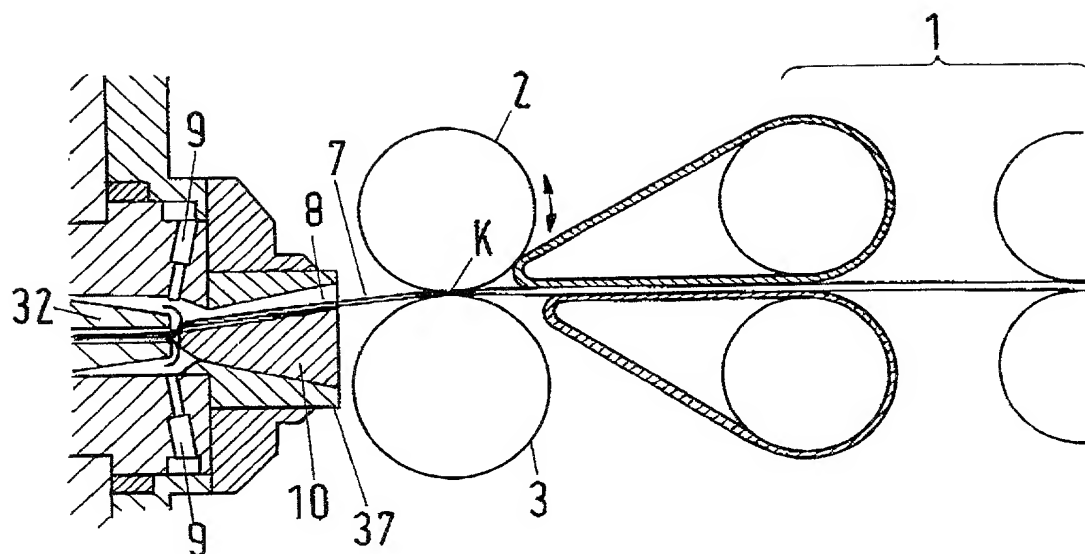


Fig.4a

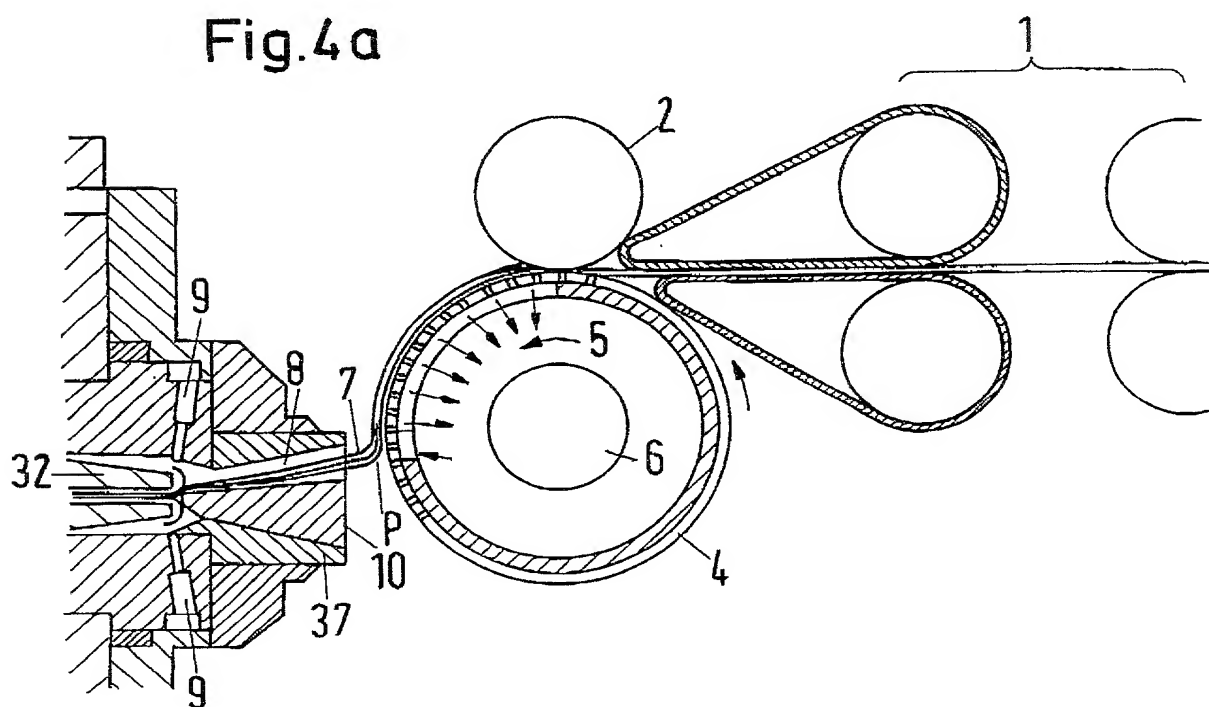


FIG. 5

Fig.5

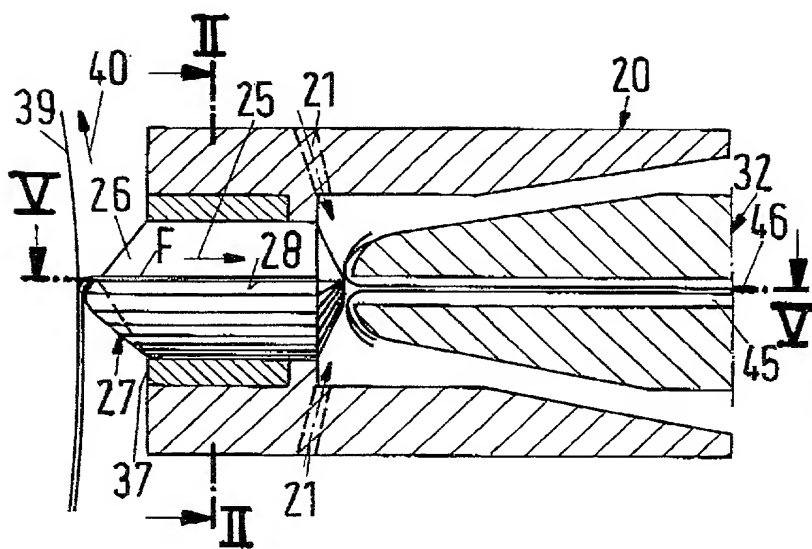


Fig.5a

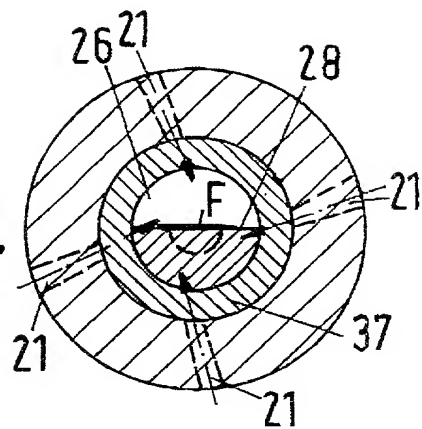


Fig.5b

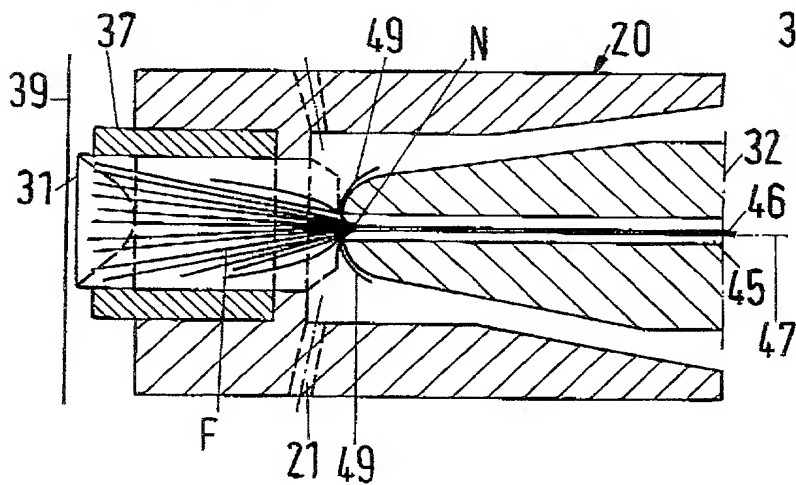


Fig.5c

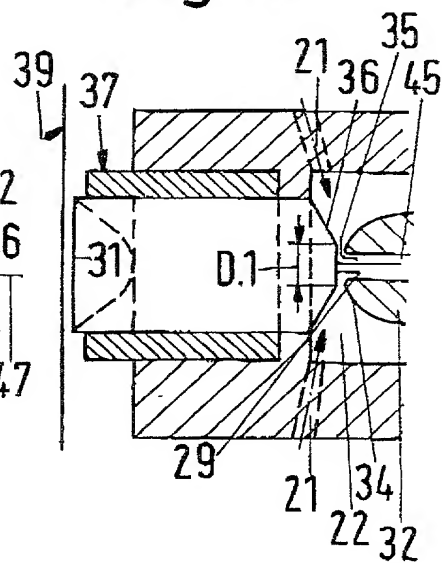


Fig.10

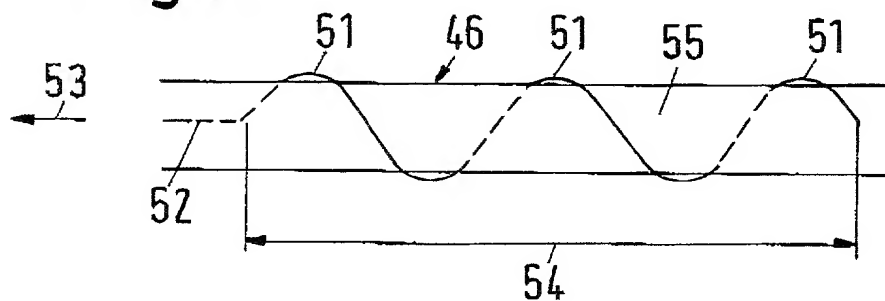


Fig.6

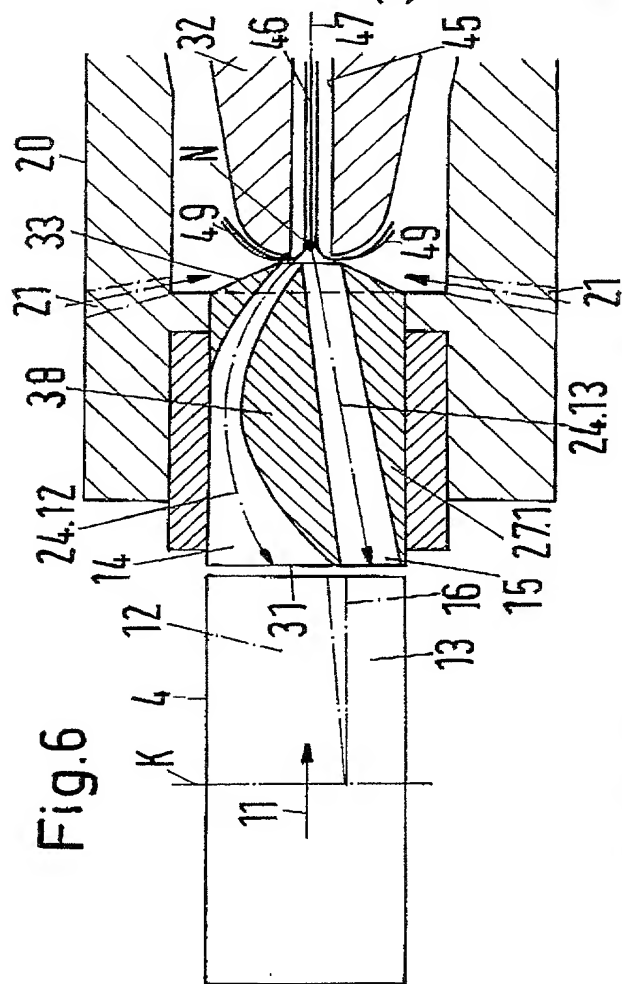


Fig.6b

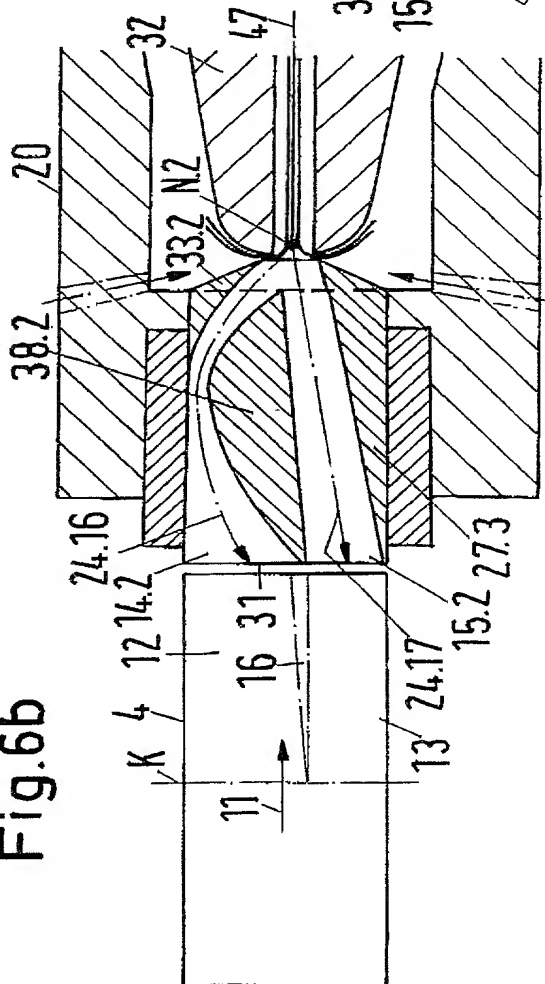


Fig.6c

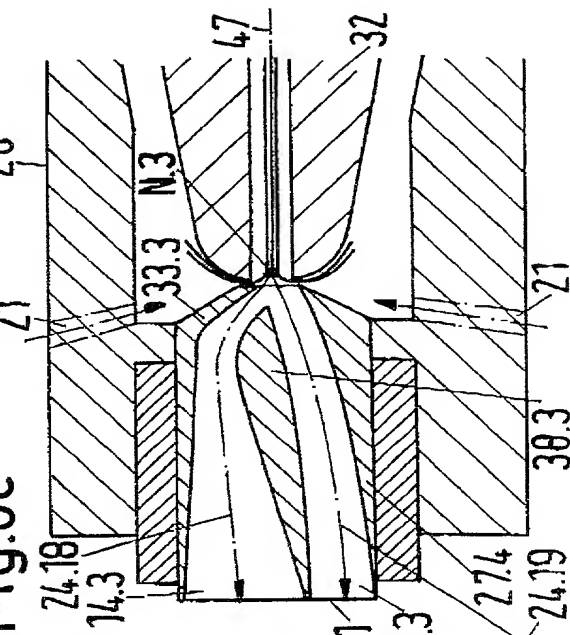


Fig. 6.1

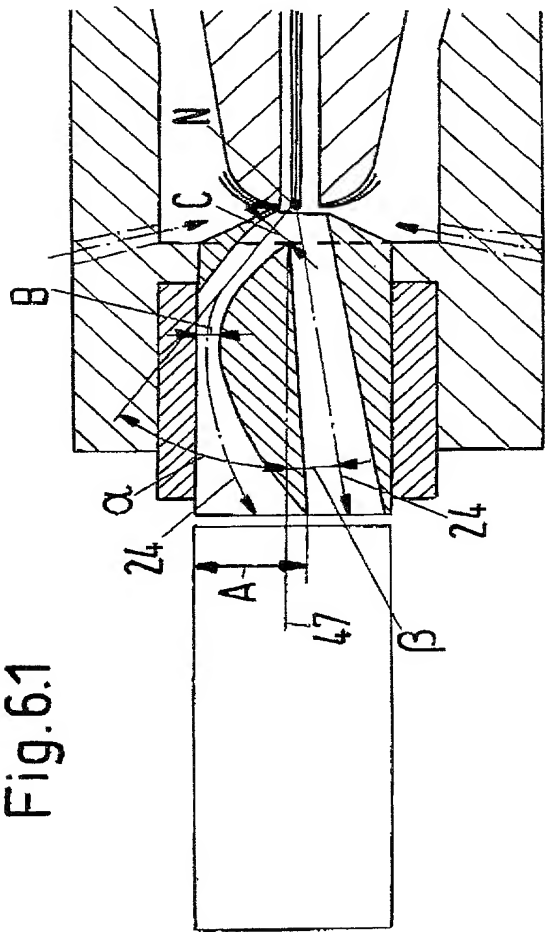


Fig. 6c.1

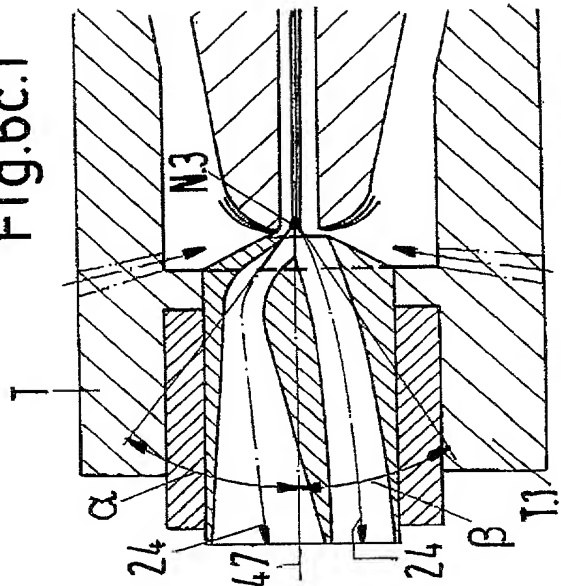


Fig. 7b.1

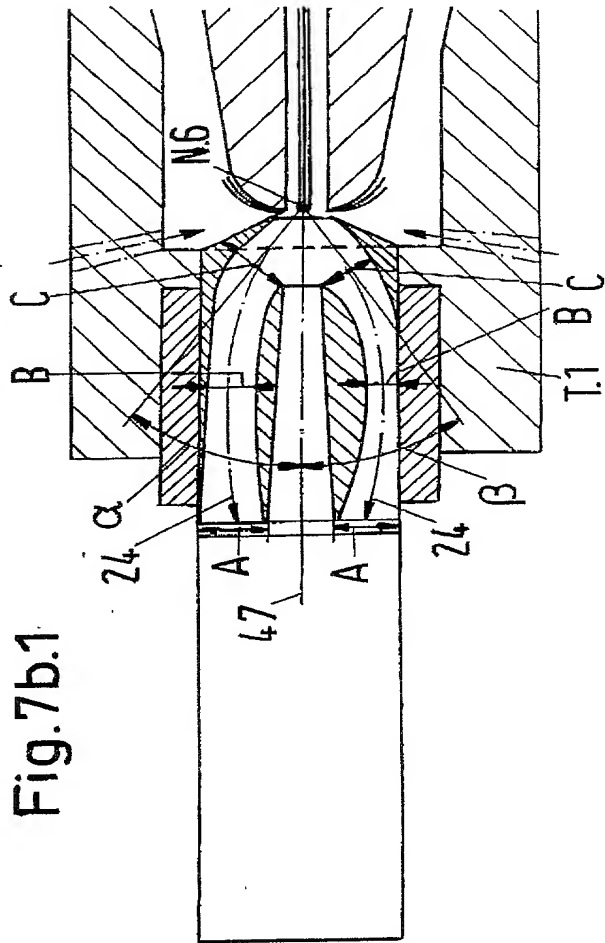


Fig. 7c.1

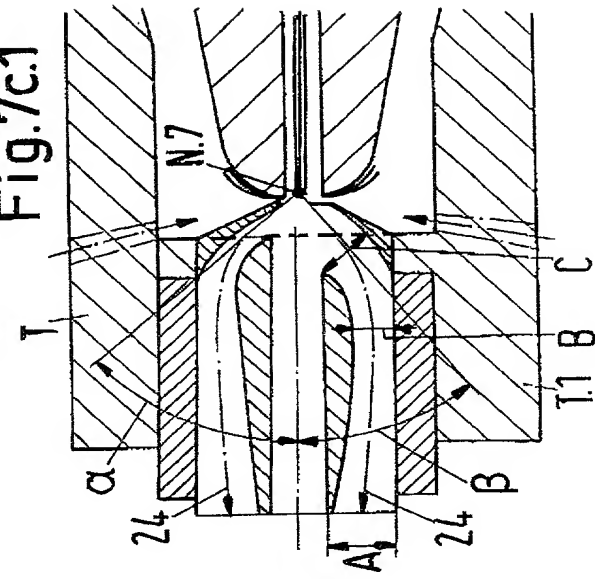


Fig.7

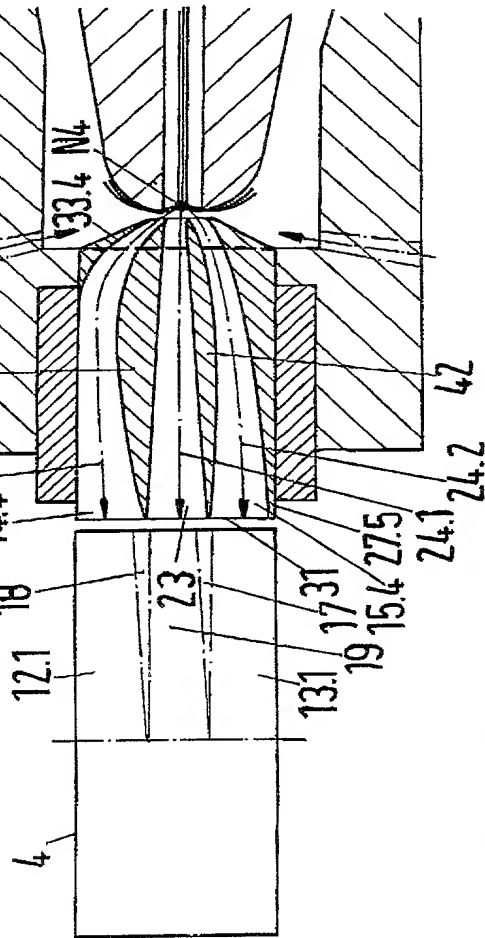


Fig.7a

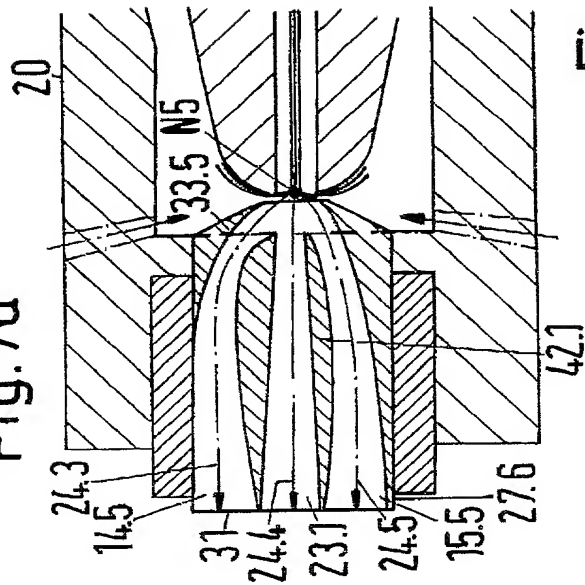


Fig.7b

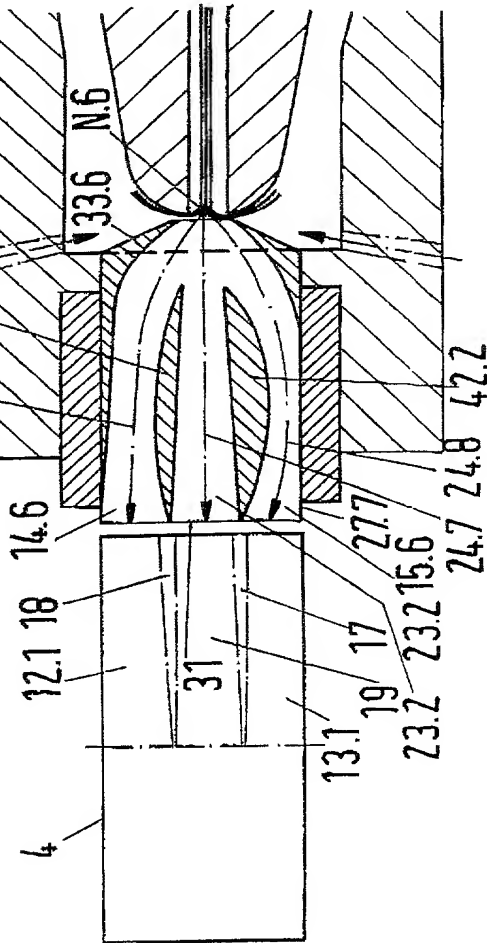
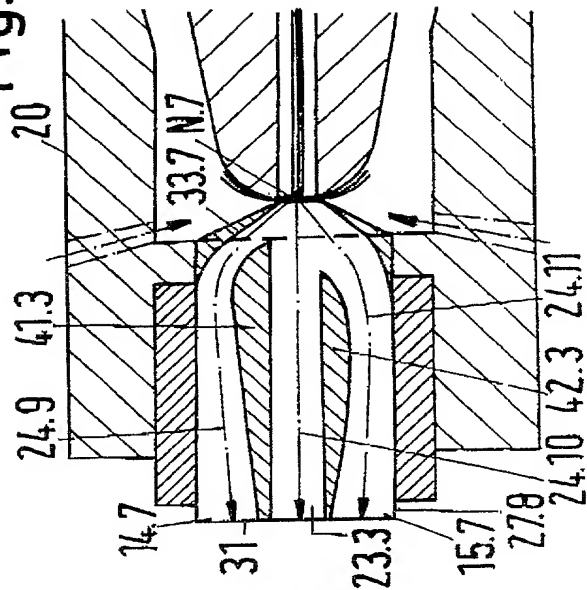


Fig.7c



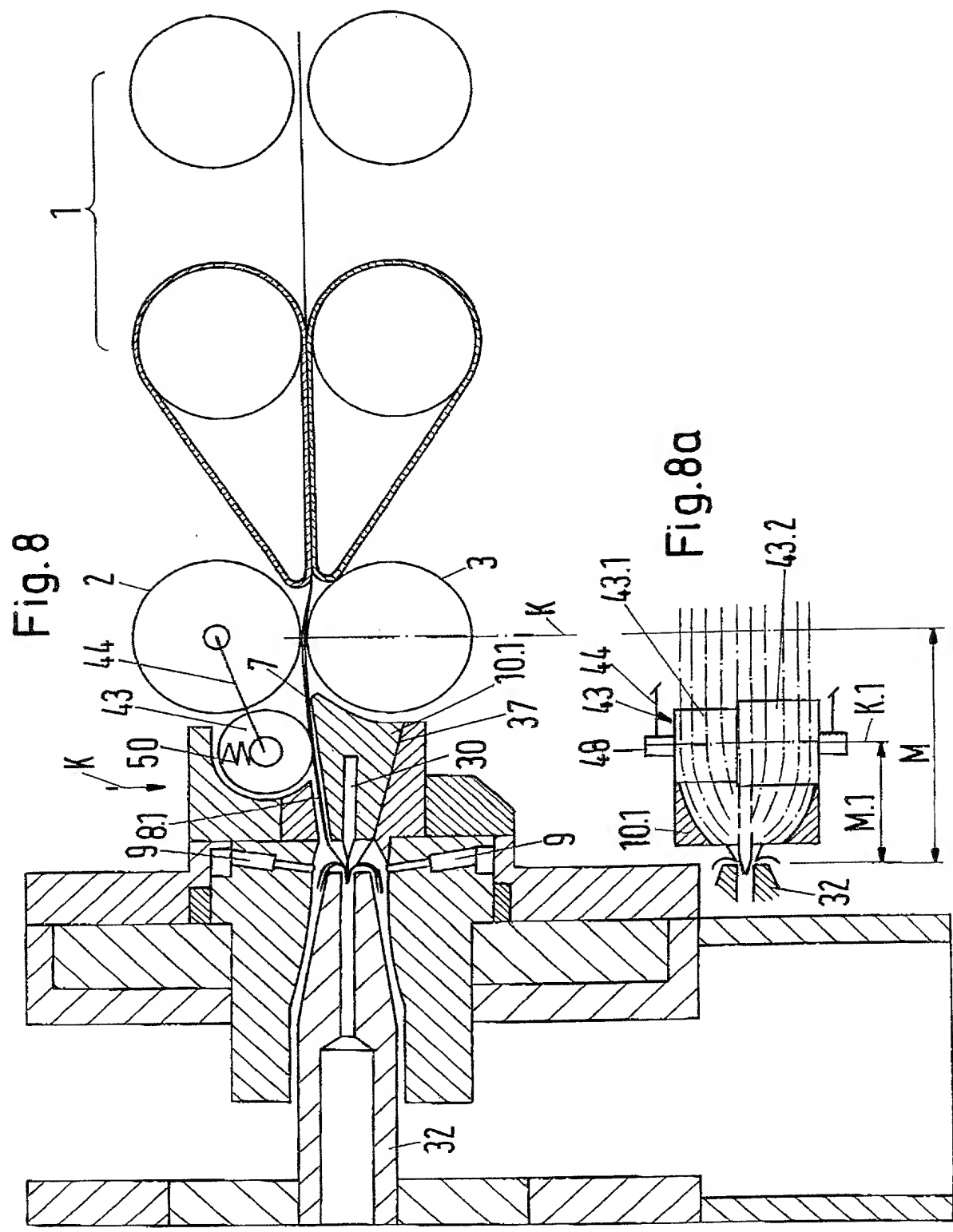


Fig. 9

